

**NO Fear Act Data  
2013 - 2017**

For 3rd Quarter 2017

Complaint Activity	Comparative Data					2017 Thru 06-30
	Previous Fiscal Year Data					
	2013	2014	2015	2016		
Number of Complaints Filed	32	32	38	31		30
Number of Complainants	32	32	38	31		29
Repeat Filers	0	0	0	0		1

Complaints by Basis	Comparative Data					2017 Thru 06-30
	Previous Fiscal Year Data					
	2013	2014	2015	2016		
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed .</i>						
Race	10	20	19	12		12
Color	6	4	3	5		6
Religion	3	0	1	1		2
Reprisal	16	21	18	19		23
Sex	19	17	23	8		12
PDA	0	0	0	0		0
National Origin	1	3	7	5		7
Equal Pay Act	0	0	0	0		0
Age	14	10	19	11		16
Disability	16	8	16	15		6
Genetic Information	0	0	0	0		0
Non-EEO	0	0	0	0		0

Complaints by Issue	Comparative Data					2017 Thru 06-30
	Previous Fiscal Year Data					
	2013	2014	2015	2016		
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed .</i>						
Appointment/Hire	7	7	7	5		3
Assignment of Duties	8	11	7	10		12
Awards	4	1	4	0		1
Conversion to Full-time/Perm	0	0	0	0		0
<b>Disciplinary Action</b>						
Demotion	0	1	0	0		1
Reprimand	7	2	3	3		4
Suspension	4	2	4	3		2
Removal	0	2	0	0		1
Other	3	2	0	1		1
Duty Hours	0	0	0	0		0
Perf.Evaluation/Appraisal	8	10	9	9		13
Examination/Test	0	0	0	0		0

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<b>Harassment</b>						
Non-Sexual	23	17	16	17		16
Sexual	1	1	2	0		1
Medical Examination	0	0	0	0		0
Pay (Including Overtime)	3	3	1	3		0
Promotion/Non-Selection	11	8	9	9		8
<b>Reassignment</b>						
Denied	0	0	0	0		0
Directed	0	0	0	0		3
Reasonable Accommodation	0	0	0	0		1
Reinstatement	0	0	0	0		0
Religious Accommodation	0	0	0	0		0
Retirement	0	0	0	0		0
Sex Stereotyping	0	0	0	0		0
Telework	0	0	0	0		0
Termination	0	0	0	0		5
Terms/Conditions of Employment	0	0	0	0		9
Time and Attendance	0	0	0	0		6
Training	0	0	0	0		3
Other	0	0	1	0		0

<b>Processing Time</b>	<b>Comparative Data</b>					<b>2017 Thru 06-30</b>
	<b>Previous Fiscal Year Data</b>					
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>		
Complaints pending during fiscal year						
Average number of days in investigation stage	309.25	271.48	267.88	236.92		304.93
Average number of days in final action stage	112.67	31.57	25.86	19.53		34.55
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation stage	401.80	264.87	310.92	265.53		302.5
Average number of days in final action stage	25.50	18.33	25.60	16		8.50
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	229	281.40	224.83	194		308.17
Average number of days in final action stage	156.25	41.50	26.50	30		67.75

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Complaints Dismissed by Agency	Comparative Data					2017 Thru 06-30
	Previous Fiscal Year Data					
	2013	2014	2015	2016		
Total Complaints Dismissed by Agency	11	4	7	0		0
Average days pending prior to dismissal	96	40	33	0		0
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	1	3	3	1		0

Total Final Actions Finding Discrimination	Comparative Data										2017 Thru 06-30
	Previous Fiscal Year Data										
	2013		2014		2015		2016				
	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	1		0		0		0				0
Without Hearing	1	100	0	0	0	0	0	0			0
With Hearing	0	0	0	0	0	0	0	0			0

Findings of Discrimination Rendered by Basis	Comparative Data										2017 Thru 06-30
	Previous Fiscal Year Data										
	2013		2014		2015		2016				
	#	%	#	%	#	%	#	%	#	%	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>											
<b>Total Number Findings</b>	1		0		0		0				0
Race	1	100	0	0	0	0	0	0			0
Color	1	100	0	0	0	0	0	0			0
Religion	0	0	0	0	0	0	0	0			0
Reprisal	1	100	0	0	0	0	0	0			0
Sex	1	100	0	0	0	0	0	0			0
PDA	0	0	0	0	0	0	0	0			0
National Origin	0	0	0	0	0	0	0	0			0
Equal Pay Act	0	0	0	0	0	0	0	0			0
Age	1	100	0	0	0	0	0	0			0
Disability	0	0	0	0	0	0	0	0			0
Genetic Information	0	0	0	0	0	0	0	0			0
Non-EEO	0	0	0	0	0	0	0	0			0
<b>Findings After Hearing</b>	0		0		0		0				0
Race	0	0	0	0	0	0	0	0			0
Color	0	0	0	0	0	0	0	0			0
Religion	0	0	0	0	0	0	0	0			0
Reprisal	0	0	0	0	0	0	0	0			0
Sex	0	0	0	0	0	0	0	0			0
PDA	0	0	0	0	0	0	0	0			0

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National Origin	0	0	0	0	0	0	0	0			0
Equal Pay Act	0	0	0	0	0	0	0	0			0
Age	0	0	0	0	0	0	0	0			0
Disability	0	0	0	0	0	0	0	0			0
Genetic Information	0	0	0	0	0	0	0	0			0
Non-EEO	0	0	0	0	0	0	0	0			0
<b>Findings Without Hearing</b>											
	1		0		0		0				0
Race	1	100	0	0	0	0	0	0			0
Color	1	100	0	0	0	0	0	0			0
Religion	0	0	0	0	0	0	0	0			0
Reprisal	1	100	0	0	0	0	0	0			0
Sex	1	100	0	0	0	0	0	0			0
PDA	0	0	0	0	0	0	0	0			0
National Origin	0	0	0	0	0	0	0	0			0
Equal Pay Act	0	0	0	0	0	0	0	0			0
Age	1	100	0	0	0	0	0	0			0
Disability	0	0	0	0	0	0	0	0			0
Genetic Information	0	0	0	0	0	0	0	0			0
Non-EEO	0	0	0	0	0	0	0	0			0

<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>										<b>2017 Thru 06-30</b>
	<b>Previous Fiscal Year Data</b>										
	<b>2013</b>		<b>2014</b>		<b>2015</b>		<b>2016</b>				
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	
<b>Total Number Findings</b>	1		0		0		0				0
Appointment/Hire	0	0	0	0	0	0	0	0			0
Assignment of Duties	0	0	0	0	0	0	0	0			0
Awards	0	0	0	0	0	0	0	0			0
Conversion to Full-time	0	0	0	0	0	0	0	0			0
Disciplinary Action	0	0	0	0	0	0	0	0			0
Demotion	0	0	0	0	0	0	0	0			0
Reprimand	0	0	0	0	0	0	0	0			0
Suspension	0	0	0	0	0	0	0	0			0
Removal	0	0	0	0	0	0	0	0			0
Other	0	0	0	0	0	0	0	0			0
Duty Hours	0	0	0	0	0	0	0	0			0
Perf. Evaluation/Appraisal	0	0	0	0	0	0	0	0			0
Examination/Test	0	0	0	0	0	0	0	0			0
Harassment	0	0	0	0	0	0	0	0			0
Non-Sexual	0	0	0	0	0	0	0	0			0
Sexual	0	0	0	0	0	0	0	0			0
Medical Examination	0	0	0	0	0	0	0	0			0
Pay (Including Overtime)	0	0	0	0	0	0	0	0			0
Promotion/Non-Selection	1	100	0	0	0	0	0	0			0
Reassignment	0	0	0	0	0	0	0	0			0
Denied	0	0	0	0	0	0	0	0			0
Directed	0	0	0	0	0	0	0	0			0
Reasonable Accommodation	0	0	0	0	0	0	0	0			0

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Reinstatement	0	0	0	0	0	0	0	0			0
Religious Accommodation	0	0	0	0	0	0	0	0			0
Retirement	0	0	0	0	0	0	0	0			0
Sex Stereotyping	0	0	0	0	0	0	0	0			0
Telework	0	0	0	0	0	0	0	0			0
Termination	0	0	0	0	0	0	0	0			0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0			0
Time and Attendance	0	0	0	0	0	0	0	0			0
Training	0	0	0	0	0	0	0	0			0
Other	0	0	0	0	0	0	0	0			0
<b>Findings After Hearing</b>											
Appointment/Hire	0	0	0	0	0	0	0	0			0
Assignment of Duties	0	0	0	0	0	0	0	0			0
Awards	0	0	0	0	0	0	0	0			0
Conversion to Full-time	0	0	0	0	0	0	0	0			0
Disciplinary Action	0	0	0	0	0	0	0	0			0
Demotion	0	0	0	0	0	0	0	0			0
Reprimand	0	0	0	0	0	0	0	0			0
Suspension	0	0	0	0	0	0	0	0			0
Removal	0	0	0	0	0	0	0	0			0
Other	0	0	0	0	0	0	0	0			0
Duty Hours	0	0	0	0	0	0	0	0			0
Perf. Evaluation/Appraisal	0	0	0	0	0	0	0	0			0
Examination/Test	0	0	0	0	0	0	0	0			0
Harassment	0	0	0	0	0	0	0	0			0
Non-Sexual	0	0	0	0	0	0	0	0			0
Sexual	0	0	0	0	0	0	0	0			0
Medical Examination	0	0	0	0	0	0	0	0			0
Pay (Including Overtime)	0	0	0	0	0	0	0	0			0
Promotion/Non-Selection	0	0	0	0	0	0	0	0			0
Reassignment	0	0	0	0	0	0	0	0			0
Denied	0	0	0	0	0	0	0	0			0
Directed	0	0	0	0	0	0	0	0			0
Reasonable Accommodation	0	0	0	0	0	0	0	0			0
Reinstatement	0	0	0	0	0	0	0	0			0
Religious Accommodation	0	0	0	0	0	0	0	0			0
Retirement	0	0	0	0	0	0	0	0			0
Sex Stereotyping	0	0	0	0	0	0	0	0			0
Telework	0	0	0	0	0	0	0	0			0
Termination	0	0	0	0	0	0	0	0			0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0			0
Time and Attendance	0	0	0	0	0	0	0	0			0
Training	0	0	0	0	0	0	0	0			0
Other	0	0	0	0	0	0	0	0			0
<b>Findings Without Hearing</b>											
	1		0		0		0				0

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Appointment/Hire	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	0	0	0	0	0	0	0	0	0	0
Demotion	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0
Perf. Evaluation/Appraisal	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0
Harassment	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	100	0	0	0	0	0	0	0	0
Reassignment	0	0	0	0	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0
Sex Stereotyping	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					2017 Thru 06-30
	Previous Fiscal Year Data					
	2013	2014	2015	2016		
Total complaints from previous Fiscal Years	58	56	46	52		63
Total Complainants	58	56	43	49		58
<b>Number complaints pending</b>						
Investigation	18	11	23	3		5
ROI issued, pending Complainant's action	0	0	0	0		0
Hearing	35	35	42	42		50
Final Action	3	10	2	5		2
Appeal with EEOC Office of Federal Operations	1	3	3	3		4

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<b>Complaint Investigations</b>	<b>Comparative Data</b>					<b>2017 Thru 06-30</b>
	<b>Previous Fiscal Year Data</b>					
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>		
Pending Complaints Where Investigations Exceeds Required Time Frames	7	1	3	4		18